



755 Riverpoint Dr., Ste. 200 • West Sacramento, CA 95605-1634 • (916) 372-6060

July 3, 2006

Michael Navarro, Director
Department of Personnel Administration
1515 S Street, North Building, Suite 400
Sacramento, CA 95814

Re: Negotiations Pursuant to the Ralph C. Dills Act between the California Correctional Peace Officer Association and the State of California (Sunshine Package).

Dear Mr. Navarro:

We submit herewith the sunshine proposals of the California Correctional Peace Officers Association (CCPOA), exclusive bargaining representative for employees in the state bargaining unit 6.

CCPOA reserves the right to introduce additional proposals within the confines of the sunshine process.

Please note, in regards to those articles of the present Memorandum of Understanding (MOU) that are not sunshined, CCPOA proposes to roll them over into the next MOU.

CCPOA looks forward to the continuing of the negotiation process.

Sincerely,

Steve Weiss
Chief of Labor
California Correctional
Peace Officers Association

SJW/mmr

h:\2006 MOU\Sunshine Letters\First Sunshine Ltr.wpd

California Correctional Peace Officer's Association

Bargaining Unit 6

**Sunshine Collective Bargaining Proposals for inclusion in the
Agreement with the State of California**

CCPOA Proposes to enhance and clarify the following sections and/or articles of the Memorandum of Understanding:

- CCPOA proposes to enhance the section pertaining to CDC MTA Survey since it was never done, and management doesn't seem to be concerned with the results of a non-existent survey.
- CCPOA proposes to enhance the section pertaining to CDC/CYA DOT Drug Testing to include the entire agreement within this contract so management ceases violations of this section.
- CCPOA proposes to enhance the section pertaining to Overtime. CCPOA intends to enhance this section of the contract in order to better reward employees who work extra time in order to ensure the safety of other employees.
- CCPOA proposes to enhance the section pertaining to Employee Assistance Program to assure Unit 6 employees this section is no longer utilized by management for adverse treatment when using this

program.

- CCPOA proposes to enhance the section pertaining to Defined Contribution Plan (POFF II). The current rate contributed on behalf of the member is too low. Certain protections need to be included to keep this section from being a tool of bargaining. A member's retirement should never be considered a bargaining chip.
- CCPOA proposes to enhance the section pertaining to Seniority to ensure management understands the true purpose of this section and stops the continued utilization for the purpose of adverse treatment.
- CCPOA proposes to enhance the section pertaining to Recruitment Incentive. CCPOA intends to enhance this section in order to ensure that the state hires the necessary employees to reduce vacancies.
- CCPOA proposes to enhance the section pertaining to CYA Field Parole Agent Workload.
- CCPOA proposes to enhance the section pertaining to Salaries. Throughout the current Memorandum of Understanding, the state has continuously misrepresented the "law enforcement methodology" in an effort to drive the Bargaining Unit 6 general salary increases down.
- CCPOA proposes to enhance the section pertaining to Flexible Benefit Program to ensure management utilizes this section for the

right reasons, not just for a chosen few.

- CCPOA proposes to enhance the section pertaining to Post Assignment by Seniority for Youth Correctional Officers.
Management continues to attempt to deny staff the rights they have earned by their seniority. Management does this by portraying post and bid as a detriment to managing institutions, while in fact post and bid is an asset.
- CCPOA proposes to enhance the section pertaining to Commute Program. With soaring gas prices, this section needs to be enhanced to bring the MOU in line with reality.
- CCPOA proposes to enhance the section pertaining to Catastrophic Time Bank. CCPOA intends to enhance this section of the contract in an attempt to protect employees from losing their homes, family and health, due to illness or injuries.
- CCPOA proposes to enhance the section pertaining to MTA (CYA) Program to better enhance the series.
- CCPOA proposes to enhance the section pertaining to Moving and Relocation Expenses. CCPOA intends to enhance this section to make it fair and equitable for line staff.
- CCPOA proposes to enhance the section pertaining to CYA Living

Unit, due to the varying nature of missions, treatment goals, and objectives of each living unit.

- CCPOA proposes to enhance the section pertaining to Post and Bid by Seniority for CCI's to allow seniority to be meaningful and to do away with the "kid" system.
- CCPOA proposes to enhance the section pertaining to Employee Services, because Wardens/Superintendents continue to utilize services for profit with little regard for Unit 6 members in posted positions.
- CCPOA proposes to enhance the section pertaining to Correctional Counselor Workload to allow for a reasonable model based on work load impact not dollars.
- CCPOA proposes to enhance the section pertaining to Shift and/or Assignment Changes. CCPOA intends to enhance this section of the contract in order to protect employees from being unnecessarily harassed.
- CCPOA proposes to enhance the section pertaining to PPPA (Post and Bid). Management continues to attempt to deny staff the rights they have earned by their seniority. Management does this by portraying post and bid as a detriment to managing institutions, while in fact post

and bid is an asset.

- CCPOA proposes to enhance the section pertaining to CDC Continuous Hours of Work/Dead Time/Emergencies. CCPOA intends to enhance this section of the MOU in order to stop the continued grievances being filed when employees are not paid in accordance to this MOU.
- CCPOA proposes to enhance the section pertaining to Protected Activity. During the term of this contract this administration has consistently attempted to use strong-arm tactics to abridge this section.
- CCPOA proposes to enhance the section pertaining to Firefighter Annual Leave Accrual Rate to bring the time earned to the same standard as other law enforcement agencies.
- CCPOA proposes to enhance the section pertaining to CYA Field Parole Agent Safety Equipment and Procedures to bring the required equipment to a level of other outside agencies doing the same job.
- CCPOA proposes to enhance the section pertaining to Firefighter Physical Fitness to allow this classification to further their health and fitness.
- CCPOA proposes to enhance the section pertaining to Benefit Trust

Contributions. Bargaining Unit 6 employees continue to suffer from the lack of special treatment shown to other bargaining units.

- CCPOA proposes to enhance the section pertaining to Tax Deferral of Lump Sum Leave Cash Out Upon Separation. A plan needs to be developed that allows the member to cash out leave credits upon separation without incurring an enormous tax hit.
- CCPOA proposes to enhance the section pertaining to Personal Leave Program. CCPOA intends to enhance this section to establish a method for cashing out unused PLP time.
- CCPOA proposes to enhance the section pertaining to Permanent Intermittent Appointments. This is due to the states inability to properly manage and provide equal and adequate work time uniformly for the PIE classification.
- CCPOA proposes to enhance the section pertaining to Employee Rights so management is fully aware of this section and will stop continued violations of the Ralph C. Dills Act.
- CCPOA proposes to enhance the section pertaining to Formal Appeal — Step 2 to make clearer the requirements due under this section since management and labor relations continue to violate or twist this section to suit their desires.

- CCPOA proposes to enhance the section pertaining to Member Retirement Contribution Rate for Peace Officers. Bargaining Unit 6 continues to pay the highest rate imaginable for their retirement, in comparison to the other badge units.
- CCPOA proposes to enhance the section pertaining to Firefighter Emergency Response Vehicles to allow for actual continued upgrade of response equipment.
- CCPOA proposes to enhance the section pertaining to K-9 Duty Compensation and Overtime. CCPOA intends to enhance this section in order to ensure Unit 6 employees are fully compensated in accordance with other law enforcement agencies.
- CCPOA proposes to enhance the section pertaining to CDC/CYA Camp Files to make certain the information contained is correct and not lies.
- CCPOA proposes to enhance the section pertaining to Night Shift Differential/Weekend Differential. CCPOA intends to enhance this section to better reward those who give up prime time with their families.
- CCPOA proposes to enhance the section pertaining to CDC Decision/Settlement to strengthen the accountability of the state for

bad decisions.

- CCPOA proposes to enhance the section pertaining to Health and Safety Committee in order for CCPOA to be on the front end of safety decisions not the back end. During the term of this contract, Health and Safety issues have been reduced to a bureaucratic paper shuffling. CCPOA intends to enhance this section of the contract in order for CCPOA to be involved in issues that continually affect the safety of staff and the institution.
- CCPOA proposes to enhance the section pertaining to Emergency Care. The state has indirectly influenced emergency medical service providers into prematurely releasing injured employees to return to work status. CCPOA intends to enhance this section of the contract in order to protect employees. The state fails to ensure staff safety in the name of cost savings.
- CCPOA proposes to enhance the section pertaining to Industrial Disability Leave to make certain this program is utilized without harassment.
- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Use of State Vehicles to ensure the Parole Agent has the proper vehicle to perform his/her duties.

- CCPOA proposes to enhance the section pertaining to Firefighter Training to assure Unit 6 Firefighters are allowed to take part in up to date training without loss of compensation.
- CCPOA proposes to enhance the section pertaining to Employee Suggestions. In order for employee suggestions to be read and not “round filed”, the state shall meet with CCPOA to review all suggestions submitted concerning Bargaining Unit 6 members. Suggestions shall be admitted and accepted by the Warden or Superintendent of each facility.
- CCPOA proposes to enhance the section pertaining to Ward Medication. Management has no clearly defined state-wide policy or procedure for the distribution of medication. The state is clearly subjecting rank and file to potential law suits by wards.
- CCPOA proposes to enhance the section pertaining to Access to Employees. During the term of this MOU, the state has continued to harass and intimidate union officials when trying to exercise their rights under this section.
- CCPOA proposes to enhance the section pertaining to Youth Correctional Counselors/Shift Duties to better facilitate the treatment and training objectives.

- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Training to provide meaningful up to date training.
- CCPOA proposes to enhance the section pertaining to Firefighter Vacation Leave to bring the accrual rate in line with other law enforcement organizations.
- CCPOA proposes to enhance the section pertaining to CDC and CYA Infectious Disease Control Plans. Like most committees, the Infectious Disease Control labor/management committee is all but defunct.
- CCPOA proposes to enhance the section pertaining to Bilingual/Sign Language Pay. CCPOA intends to enhance this section in order to pay those who are actually trained and actually use this talent. The state continues to use members that speak a particular language as interpreters without providing the appropriate monetary benefit.
- CCPOA proposes to enhance the section pertaining to Institutional Vacancy Plan. The state continues to violate this section by running positions vacant in an effort for salary savings. This is a blatant misuse of public funds approved by the Legislature. CCPOA intends to strengthen the accountability of the state for violations of this section.

- CCPOA proposes to enhance the section pertaining to Shift Starting Time at Youth Authority to ensure employees are the first consideration when scheduling time, not wards happiness.
- CCPOA proposes to enhance the section pertaining to IST Overtime. CCPOA intends to enhance this section of the contract to ensure employees are properly compensated for training during their off duty hours.
- CCPOA proposes to enhance the section pertaining to Training Program. The state has bastardized the entire training procedure in an effort to balance their budgetary shortfalls by trading training for dollars and plausible deniability. This policy severely undermines the safety and security of all institutions.
- CCPOA proposes to enhance the section pertaining to CYA Staffing/Ward Population to improve Bargaining Unit 6 staff to youthful offender ratios in regard to treatment, training, safety, and rehabilitation.
- CCPOA proposes to enhance the section pertaining to Early Intervention Program/Work Injuries to strengthen this program that has been diluted by management.
- CCPOA proposes to enhance the section pertaining to Overtime Meal

Benefits and Allowances. CCPOA intends to enhance this section since many institutions have failed to provide a snack bar for employees to obtain food when they are forced to work additional hours due to management's failure to hire enough employees.

- CCPOA proposes to enhance the section pertaining to Unused CTO. CCPOA intends to bring this section in line with actual accounting procedures.
- CCPOA proposes to enhance the section pertaining to Voluntary Overtime by Seniority. CCPOA intends to strengthen this section to provide more accountability for violations of this section.
- CCPOA proposes to enhance the section pertaining to Firefighter Safety Equipment to be certain the equipment utilized in this section is the best possible equipment and not outdated as is usually the case.
- CCPOA proposes to enhance the section pertaining to Course and Scope Protection. CCPOA intends to enhance this section of the contract to provide protection to its members from unnecessary and biased investigations.
- CCPOA proposes to enhance the section pertaining to Senior Peace Officer Pay Differential.
- CCPOA proposes to enhance the section pertaining to Classification

Proposals to allow for liability when this section is not followed.

- CCPOA proposes to enhance the section pertaining to Requests for Reinstatement After AWOL Separation to ensure management does not violate this section as they have done in the past.
- CCPOA proposes to enhance the section pertaining to CYA Field Parole Agent Training to bring the quality to the standard of other outside agencies doing the same job.
- CCPOA proposes to enhance the section pertaining to Bulletin Boards. The state has taken great liberties with this section. CCPOA endeavors to move in accordance with first amendment rights.
- CCPOA proposes to enhance the section pertaining to Random Substance Testing Program. The drug testing program to this day only applies to rank and file members and any supervisor who doesn't happen to be in "the car." A great deal of tax payer money is forfeited for very little result.
- CCPOA proposes to enhance the section pertaining to CYA Incident Debriefing. Management's half hearted implementation of this section has little to do with actual concern for employee's well-being as well as safety and security of the institution.
- CCPOA proposes to enhance the section pertaining to Flight Pay.

Flying is a dangerous affair; this compensation needs to be up-graded in line with the actual danger.

- CCPOA proposes to enhance the section pertaining to Firefighter Sick Leave in an attempt to stop the continued harassment of these employees for utilizing time they have rightfully earned.
- CCPOA proposes to enhance the section pertaining to CYA, CDC and DMH Information Documentation to allow that the proper and correct information is disseminated.
- CCPOA proposes to enhance the section pertaining to Disability Retirement Allowance. CCPOA intends to enhance this section of the contract to protect employees who have received injuries or illnesses requiring them to leave state service.
- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Caseload Audits to make sure this is done fairly and not as an adverse move.
- CCPOA proposes to enhance the section pertaining to CYA IPA/Casework Specialist Workload to enhance the staffing ratios.
- CCPOA proposes to enhance the section pertaining to Unpaid Leaves of Absence. CCPOA intends to enhance this section of the contract since the state does not allow employees to take time off to further

their education and better enhance their career.

- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Work Week to bring it in line with what is actually happening in the field.
- CCPOA proposes to enhance the section pertaining to Court Appearances to strengthen the accountability for violations of this section.
- CCPOA proposes to enhance the section pertaining to CYA IPA/Casework Specialist Orientation to create an existing policy that actually represents the intent of this section.
- CCPOA proposes to enhance the section pertaining to Subpoena to provide more accountability for violations of this section.
- CCPOA proposes to enhance the section pertaining to PIE Usage Behind Youth Correctional Counselors. Management has continuously misused this section, thereby creating vacancies and increasing the workload on Youth Correctional Counselors.
- CCPOA proposes to enhance the section pertaining to Release Time Bank. The state refused to honor their word with the last Memorandum of Understanding regarding this section.
- CCPOA proposes to enhance the section pertaining to Union Paid

Leave. CCPOA intends to enhance this section of the contract in order to facilitate CCPOA business without constant harassment from Labor Relations.

- CCPOA proposes to enhance the section pertaining to Management Rights. During the term of this contract management has abused their authority, and continually failed to use this section in accordance with section 27.01 of the MOU.
- CCPOA proposes to enhance the section pertaining to Youth Correctional Counselor/Youth Correctional Officer Use of Leave Credits. CCPOA intends to enhance this section of the contract in order to ensure YCC's and YCO's are able to utilize credits due to them.
- CCPOA proposes to enhance the section pertaining to Absences for Duty in Uniformed Services. CCPOA intends to enhance this section of the contract in order to take care of issues that constantly arise regarding our service people.
- CCPOA proposes to enhance the section pertaining to Firefighter Holidays.
- CCPOA proposes to enhance the section pertaining to Transfer of Leave Credits between Family Members to allow a wider range of the

type of credits that can be transferred.

- CCPOA proposes to enhance the section pertaining to Release Time for State Civil Service Examinations & Interviews to allow Bargaining Unit 6 employees sufficient time to travel, and prepare for the examination/interview.
- CCPOA proposes to enhance the section pertaining to Continuous Hours of Work/Dead Time. CCPOA intends to enhance this section of the contract to provide more accountability of violations of this section.
- CCPOA proposes to enhance the section pertaining to Firefighter Training Committee. CCPOA intends to enhance this section of the contract to provide more accountability of violations of this section.
- CCPOA proposes to enhance the section pertaining to Exchange of Days Off – Shift Assignment (Mutual Swaps). The state continues to leave a tool, which would drive over time and sick leave costs down, in a locked shed. They have made the process as burdensome as trying to cash an out of state check with no ID.
- CCPOA proposes to enhance the section pertaining to Out-of-Classification Assignments, and allow for proper and speedy compensation when working out of class.

- CCPOA proposes to enhance the section pertaining to Overtime Checks so that employees are not hassled and harassed for wanting their money when it is due them. Management has no problem forcing employees to work overtime, however payment should be prompt and delivered on the due date.
- CCPOA proposes to enhance the section pertaining to Reduced Work Time in order to allow all employees the same luxury that a few now enjoy.
- CCPOA proposes to enhance the section pertaining to No Strike. The right to strike is a basic principal that all union organizations are founded on.
- CCPOA proposes to enhance the section pertaining to 7k Exemption to strengthen the conditions under which 7k was founded.
- CCPOA proposes to enhance the section pertaining to Priority Time Off Requests to strengthen this section to make it a viable option. The state has ignored this section to the point of non-existence.
- CCPOA proposes to enhance the section pertaining to Callback Time. CCPOA intends to enhance this section to reward employees for the inconvenience they are forced to endure due to errors made by management.

- CCPOA proposes the development of a comprehensive Complaint Procedure to hold management accountable for biased, arbitrary, discriminatory and bad faith investigations.
- CCPOA proposes to enhance the section pertaining to Minimum Work Time for Intermittent Employees to ensure that the arbitrary usage of PIE's will cease.
- CCPOA proposes to enhance the section pertaining to Recognition. CCPOA proposes to clarify the intent of this language.
- CCPOA proposes to enhance the section pertaining to Permanent Involuntary Transfer by Inverse Seniority to utilize this section in a fair and impartial manor, not just the "kids".
- CCPOA proposes to enhance the section pertaining to Firefighter Facilities to make certain the facilities are up to date, not falling apart and uninhabitable in an order to save the state money.
- CCPOA proposes to enhance the section pertaining to Location Of, And Employee Access To, Files to ensure that the conditions of this section are implemented properly and that the state is forthcoming in the location and access of **all** files.
- CCPOA proposes to enhance the section pertaining to Involuntary Overtime by Inverse Seniority. The state continues to violate this

section daily. CCPOA intends to enhance this section of the contract to provide stronger accountability for violations of this section.

- CCPOA proposes to enhance the section pertaining to Layoff and Reemployment. The process is currently so cumbersome even state personnel employees can't follow it.
- CCPOA proposes to enhance the section pertaining to Health Benefit Plan to receive the same benefit as other Bargaining Units currently enjoy.
- CCPOA proposes to enhance the section pertaining to Supervisory File in order that Unit 6 staff are able to keep track of the lies perpetrated by management against staff.
- CCPOA proposes to enhance the section pertaining to Dental/Vision Erisa Trust to receive the same benefit as other Bargaining Units currently enjoy.
- CCPOA proposes to enhance the section pertaining to Use of State Telephones. The restrictions placed on job stewards have severely inhibited their duties of fair representation.
- CCPOA proposes to enhance the section pertaining to Arbitration to ensure that an issue is brought before an arbitrator within six months of filing.

- CCPOA proposes to enhance the section pertaining to Long-Term Care Insurance Plans to provide stronger accountability for violations of this section.
- CCPOA proposes to enhance the section pertaining to Probation & Annual Performance Reports to make management liable for false statements towards staff they just simply don't like.
- CCPOA proposes to enhance the section pertaining to Quarterly Labor-Management Meetings. The current Quarterly Labor-Management meetings have become nothing more than smoke and mirrors, as under the previous Agency Secretary's administration labor relations has become an oxymoron.
- CCPOA proposes to enhance the section pertaining to Alternate Pre-Retirement Death Benefit in an attempt to take care of Unit 6 employees and give them what is due.
- CCPOA proposes to enhance the section pertaining to Informal Discussion — Step 1, to stop the harassment of employees who exercise their rights.
- CCPOA proposes to enhance the section pertaining to Survivors' Benefits. In light of the escalating violence in under manned institutions this benefit unfortunately will most likely be used more

often and needs to be increased. This is the only situation where a donation becomes a tax liability instead of a tax credit.

- CCPOA proposes to enhance the section pertaining to Out-Service Training (For Training Not Mandated by CPOST) to ensure the reimbursements are being credited to the employee in an appropriate manner.
- CCPOA proposes to enhance the section pertaining to Business and Travel. There are two sets of rules – one for rank and file and one for management. Managers are allowed to subsidize their sizable incomes by attending non public entity training such as “Future Focused Leadership” on the public’s dime, while rank and file employees can’t find a government rate at a hotel.
- CCPOA proposes to enhance the section pertaining to Agency Shop to make certain members are given the correct information.
- CCPOA proposes to enhance the section pertaining to Uniform/Uniform Accessories Replacement Allowance. For years the state has refused to do an actual uniform survey, which is required by law. The reason the CDCR continues to violate the law with complete disregard is to deny our members the right to a proper uniform allowance. The allowance set forth in this section should not be

utilized and considered as compensation for the states arbitrary changes to patches, etc.

- CCPOA proposes to enhance the section pertaining to Badges. With the move to the new Agency name, this section needs to be clarified as to the expectations of the member. There also needs to be financing for the badge changes.
- CCPOA proposes to enhance the section pertaining to Firefighter Continuous Hours of Work to make certain they are paid for the time they work.
- CCPOA proposes to enhance the section pertaining to Dues Deduction in an effort to be assured all eligible members are accounted for.
- CCPOA proposes to enhance the section pertaining to State Vice Presidents. Under the state's veiled attempt to portray the CCPOA leadership as being on permanent vacation, this section needs to be changed to reflect reality instead of politically biased opinion.
- CCPOA proposes to enhance the section pertaining to Vacation Leave. CCPOA intends to enhance this section of the contract to allow employees the opportunity to use all the time they earn. The caps in the current MOU need to be raised so they are consistent with other

law enforcement agencies.

- CCPOA proposes to enhance the section pertaining to MTA Certification and License Renewal to make certain the proper laws are followed and to take care of an important part of CCPOA membership.
- CCPOA proposes to enhance the section pertaining to Representation on Committees. Under the current administration, this section of the MOU has become nothing more than a bookmark as the state bends to the Federal Courts and their whims.
- CCPOA proposes to enhance the section pertaining to Sick Leave as management continues to misrepresent the actual numbers to the Legislature and the general public. Management continues to over inflate the actual sick leave numbers to meet their self serving interests. CCPOA intends to enhance this section of the contract in an attempt to give sick time a value.
- CCPOA proposes to enhance the section pertaining to Performance Salary Adjustments. CCPOA intends to enhance this section to better reward those deserve an increase. The state will cease harassment of new employees by withholding their Merit Salary Adjustment's.
- CCPOA proposes to enhance the section pertaining to Employer-Paid

Retirement Contributions to ensure Unit 6 is treated as fairly by the state as other bargaining units.

- CCPOA proposes to enhance the section pertaining to Disciplinary Process to ensure that the state does not engage in direct discipline thereby infringing on the rights of Bargaining Unit 6 members.
- CCPOA proposes to enhance the section pertaining to Class B Driver's License in order to allow more staff to qualify for positions notoriously used by management.
- CCPOA proposes to enhance the section pertaining to Letters of Instruction /Work Improvement Discussions to stop management's continued use for the purpose of adverse treatment.
- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Workload to establish a fair and equitable workload.
- CCPOA proposes to enhance the section pertaining to Physical Fitness Incentive Pay. This section needs to be changed to mirror the requirements set forth by the American Medical Association. In addition this incentive needs to be 'persable.'
- CCPOA proposes to enhance the section pertaining to Distribution of Literature. CCPOA proposes to move in accordance with state and

- Federal law as to the distribution of literature to its members and remove the restrictions that hamper the duty of fair representation.
- CCPOA proposes to enhance the section pertaining to Firefighter Classification Name Change to bring this classification to the standards held in the public sector.
 - CCPOA proposes to enhance the section pertaining to Bereavement Leave. CCPOA intends to enhance this section of the contract due to the continued harassment of employees during a very emotional time in their lives.
 - CCPOA proposes to enhance the section pertaining to Adverse Action and Citizen Complaint Documents to make certain staff are treated as fairly as inmates.
 - CCPOA proposes to enhance the section pertaining to MTA (DMH) Program to strengthen the series.
 - CCPOA proposes to enhance the section pertaining to 401k Plan.
CCPOA intends to strengthen Unit 6 employee's retirement benefit.
 - CCPOA proposes to enhance the section pertaining to Time Limits in an attempt to ensure all employee grievances are given fair and impartial treatment since management continues to violate this section.

- CCPOA proposes to enhance the section pertaining to Salary Definitions. This section needs modification to bring the salary definitions into real world scenarios.
- CCPOA proposes to enhance the section pertaining to MTA (CDC) Training Program to ensure this series is not left behind.
- CCPOA proposes to enhance the section pertaining to Overpayments/Payroll Errors (Accounts Receivable). CCPOA intends to enhance this section in order to protect the paychecks of its members.
- CCPOA proposes to enhance the section pertaining to Selection and Authority of Arbitrator to ensure fair, impartial and binding decisions.
- CCPOA proposes to enhance the section pertaining to Recruitment — Avenal, Ironwood, Chuckawalla Valley, Calipatria, and Centinela State Prisons. The state has done nothing to promote the profession of the Correctional Officer series. In fact, they have gone out of their way to stay uninvolved when defending the profession in the Legislature as well as the main stream media. In an effort to fill the thousands of existing vacancies, a program must be developed that increases the institutions listed in this section.
- CCPOA proposes to enhance the section pertaining to Correctional

Officer Cadet Pay. At the present time, the state does what ever it can to actually discourage prospective new employees from joining the department. As it is now during the academy the state doesn't pay any medical or dental coverage for a new employee. This pay range is too low.

- CCPOA proposes to enhance the section pertaining to Peace Officer Bill of Rights to find a way to stop the CDCR and management from continually violating this section of the contract.
- CCPOA proposes to enhance the section pertaining to Use of State Facilities. Union officials, in their capacities as such, need the use of state facilities from time to time. Local management teams continue to circumvent this section.
- CCPOA proposes to enhance the section pertaining to Report of Injury to ensure all injuries are actually reported.
- CCPOA proposes to enhance the section pertaining to Educational Incentive Pay. The state has continued to renege on their obligation to establish a CPOST certified certificate program for the purposes of advancing the correctional officer series to the level of other law enforcement agencies.
- CCPOA proposes to enhance the section pertaining to Definitions to

make certain management fully understands the positive intent of this section.

- CCPOA proposes to enhance the section pertaining to Questionnaires. During the term of the current MOU, the state has taken great liberties with this section. CCPOA proposes to strengthen the conditions of this section and guarantee the results, in writing, of each survey/questionnaire.
- CCPOA proposes to enhance the section pertaining to Substance Abuse – Reasonable Suspicion Testing to stop the CDCR and their management from abusing this section with their continued disparate treatment of Unit 6 employees.
- CCPOA proposes to enhance the section pertaining to Purpose. During this administration, the grievance process has been rendered to little more than a meaningless paper shuffle.
- CCPOA proposes to enhance the section pertaining to Research Projects to further corrections and its employees, rather than being stymied by management.
- CCPOA proposes to enhance the section pertaining to Gun Lockers & State Firing Ranges. CCPOA intends to expand the number of gun lockers made available at each facility.

- CCPOA proposes to enhance the section pertaining to CDC & CYA Smoking Policies to make certain all employees are treated the same.
- CCPOA proposes to enhance the section pertaining to Post Orders/Duty Statements. Post orders and duty statements are a vital portion of the day to day operations of CDC and CYA facilities, yet management refuses to make them realistic and reflective of actual events. This section needs to provide a look at reality when it comes to these important documents. CCPOA should be notified every time post orders and duty statements are changed, modified, or updated.
- CCPOA proposes to enhance the section pertaining to Work and Family Labor Management Committee. The Work and Family Labor Management Committee was an inspirational idea that would have borne fruit as it pertains to the member feeling a sense of respect from the departments. However, the departments have shown that respect is not in their vernacular.
- CCPOA proposes to enhance the section pertaining to Safety Equipment (Institutions & Camps). Safety equipment is sorely lacking in both institutions and camps. The equipment is out dated and in dire need of replacement at most institutions.
- CCPOA proposes to enhance the section pertaining to Firefighter

Hours of Work and Compensation to ensure they are fully paid for the work they do.

- CCPOA proposes to enhance the section pertaining to Formal Appeal — Step 3. Under the current administration, responses at this level have reverted to little more than a rubber stamp process.
- CCPOA proposes to enhance the section pertaining to Access and/or Release of Employee Files to Non-Departmental Persons to ensure employee confidentiality.
- CCPOA proposes to enhance the section pertaining to Firefighter License Renewal to assure the proper licenses are held by those required to do the job.
- CCPOA proposes to enhance the section pertaining to Formal Appeal — Step 4. Under the current administration, responses at this level have reverted to little more than a rubber stamp process.
- CCPOA proposes to enhance the section pertaining to Copies of Memorandum of Understanding, to clarify the guidelines governing this section.
- CCPOA proposes to enhance the section pertaining to Temporary Involuntary Reassignments and Transfers to make certain management does not utilize this section for the purpose of salary

savings as they have done in the past.

- CCPOA proposes to enhance the section pertaining to Firefighter Vacation Leave to increase the accrued hour levels.
- CCPOA proposes to enhance the section pertaining to Definition of Third Watch. The state continues to manipulate start and stop times in an effort to avoid FLSA requirements. CCPOA intends to enhance this section to recognize employees who are forced to work hours that take them away from their families.
- CCPOA proposes to enhance the section pertaining to Replacement of Damaged Personal Clothing and/or Articles. CCPOA intends to enhance this section since the state continues to refuse to replace clothing that is damaged in the daily activities of a Bargaining Unit 6 member.
- CCPOA proposes to enhance the section pertaining to Stewards' Rights. During the life of this contract, management has albeit unsuccessfully, attempted to abridge and infringe upon this section numerous times. With numerous academies running the Chief Job Stewards role needs to be redefined.
- CCPOA proposes to enhance the section pertaining to Training Enhancement to allow firefighters to increase their life saving

knowledge.

- CCPOA proposes to enhance the section pertaining to Access to New Employees. With the Departments move to place academies all over the state, at any Community College that chooses to hold academy classes, this section needs to have clarification as to what exactly constitutes a 'new employee.'
- CCPOA proposes to enhance the section pertaining to Jury Duty. CCPOA intends to ensure Unit 6 members do not lose compensation by performing their civic duty.
- CCPOA proposes to enhance the section pertaining to CYA Field Parole Agent, YOPB Board Coordinating Parole Agent and Community Service Consult and Work Hours.
- CCPOA proposes to enhance the section pertaining to Union Related Activity Related to Collective Bargaining. The state has attempted to manipulate, and subsequently misrepresent the intent and implementation of this section.
- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Safety Equipment and Procedures to make certain the state is not allowed to violate this section for the purpose of saving money.
- CCPOA proposes to enhance the section pertaining to Holidays. This

section should be enhanced to match the private sector.

- CCPOA proposes to enhance the section pertaining to CDC Parole Agent Standby to reflect the actual demands placed on Parole Agents.
- CCPOA proposes to enhance the section pertaining to Parental Leave to bring the departments up to Federal guidelines governing this time off.
- CCPOA proposes to negotiate a Field Training Officer Program.
- CCPOA proposes to enhance the section pertaining to Correctional Counselor Work Hours to ensure fairness and equitability and avoid manipulation by management.
- CCPOA proposes to enhance the section pertaining to Employee Requested Transfers between Appointing Authorities to strengthen this section to prevent the state from turning this section on and off like a light switch.
- CCPOA proposes to enhance the section pertaining to Annual Leave - Enhanced NDI by raising the caps and accrual rates to match other bargaining units.
- CCPOA proposes to enhance the section pertaining to Printing Contract to enhance the reasonable amounts set forth in the current MOU.

- CCPOA proposes to enhance the section pertaining to Peace Officer/Firefighter Retirement Plan. CCPOA intends to strengthen this section of the MOU.
- CCPOA proposes to enhance the section pertaining to MTA PPPA to allow MTA's the ability to utilize the seniority they have worked hard to earn, and to stop management from manipulating this section.
- CCPOA proposes to enhance the section pertaining to CYA IPA and Casework Specialist Work Hours in order to more fairly reflect what is actually happening in the field.
- CCPOA proposes to enhance the section pertaining to CDC/CYA Transporting Officers Hours in order to ensure schedules and work hours are not manipulated by management.
- CCPOA proposes to enhance the section pertaining to Youth Correctional Counselor Workload in order to facilitate the treatment and training objectives as well as established national standards.
- CCPOA proposes to enhance the section pertaining to Safety Equipment (Escapes and Escorts). Vehicles maintained by the institutions are for the most part not road worthy.
- CCPOA proposes to enhance the section pertaining to Post and Bid by Seniority for Youth Correctional Counselors. Management continues

to attempt to deny staff the rights they have earned by their seniority.

They do this by portraying post and bid as a detriment to managing institutions, while in fact post and bid is an asset.

- CCPOA proposes to enhance the section pertaining to Rural Subsidy Program. Bargaining Unit 6 members in rural areas are in dire need of a health care program that actually works for the member and their families without having to jump through hoops, much like a circus animal, or go to another state to receive the required care.
- CCPOA proposes to enhance the section pertaining to Youth Correctional Counselor voluntary demotion. Management continues to attempt to deny staff the rights they have earned.
- CCPOA proposes to enhance the section pertaining to Personnel Investigations to ensure all investigations are completed in a timely and professional manner. To ensure all investigations are not completed in a biased, capricious and arbitrary manner.
- CCPOA proposes to enhance the section pertaining to Mini-Arb to include sections not included at this time.
- CCPOA proposes to enhance the section pertaining to State-Owned Housing, due to the department's decision to construct prisons in areas where Bargaining Unit 6 members can not afford to live. Even

- with this in mind the department continues to subsidize upper management teams with no, to low cost, housing where it is available.
- CCPOA proposes to enhance the section pertaining to Referral of Staff Assaults. Under the current administration, staff assaults are “down graded” in an effort to not report the assault to the local District Attorney (DA). At female institutions, inmates on staff assaults are swept under the carpet as well. In the CYA, staff assaults are at an all time high due to the lack of DA referrals.
 - CCPOA proposes to enhance the section pertaining to Chief Job Steward Assignments. Due to the states unwillingness to actually recognize the duty of fair representation to our members, CCPOA is proposing enhancements.
 - CCPOA proposes to enhance the section pertaining to Savings Clause to ensure that the MOU is protected from outside sources, and individuals with private agendas.
 - CCPOA proposes to enhance the section pertaining to 7K Compensation to modify the MOU in a manner consistent with the 7k guidelines.
 - CCPOA proposes to enhance the section pertaining to Waiver of Steps to allow more flexibility to waive steps when a grievance decision

cannot be reached at that level.

- CCPOA proposes changes to the Preamble to bring Bargaining Unit 6 in line with other state bargaining units.
- CCPOA proposes to enhance the section pertaining to Enhanced Industrial Disability Leave (EIDL). The state continuously denies EIDL to staff that have been injured during a disturbance with inmates, or while responding to an alarm or an emergency.
- CCPOA proposes to enhance the section pertaining to Presentation to ensure the sanctity of the grievance process itself.